

Thurgood Marshall Summer Law Internship Program

The Thurgood Marshall Summer Law Internship Program (TMSLIP) places diverse New York City public high school students with distinguished legal employers for the summer and provides students with professional development training. Our student selection process involves an intense application and robust interview process. Our legal employers consist of law firms, corporations, nonprofits, and government organizations. The program runs annually from March through August and is part of the New York City Bar Association's continual efforts to strengthen the pipeline to the legal profession.

TMSLIP is a paid summer internship program which lasts between 6 – 8 weeks.

223 students
and **66** employers
participated in
2017-2020

TMSLIP Training Workshops:

- Monday, May 3 – Resume Writing (*Pre-employment*)
- Monday, May 10 – Mock Interview (*Pre-employment*)
- Monday, May 17 – Office Etiquette (*Pre-employment*)
- Wednesday, June 23 – Opening Ceremony
- Monday, June 28 – Speed Networking
- Monday, July 12 – Diverse Career Opportunities Panel
- Wednesday, August 11 – TMSLIP Closing Ceremony
(*for employers and students*)

How to Apply

Student: All students must complete an application form and submit supporting materials by *Sunday, January 3, 2020, 11:59 pm.*

Employer: All employers must complete [this registration form](#) by Friday, May 7, 2021.



ANY QUESTIONS? CONNECT WITH US TODAY!

Devanshi Shah, Senior Coordinator
dshah@nycbar.org

Office for Diversity & Inclusion
diversity@nycbar.org

 #TMSLIP

Do I have to pay an honorarium to the New York City Bar Association?

No. The employer does not have to pay any form of honorarium to the NYC Bar Association or its affiliate entities for this purpose.

Where are the students from?

All TMSLIP students attend New York City public high schools. This program is only for students from the 5 boroughs of NYC.

What is the application process?

Students have to submit an application which includes: a resume, transcript, recommendation letter and two personal essays. They are required to participate in three mandatory pre-employment trainings as part of the program. This occurs before resumes are sent to employers.

What is the duration of the program?

Our Program officially begins in March 2021 with our pre-employment workshops, through our Opening Orientation on Wednesday, June 23, 2021, and ends with our Closing Ceremony on Wednesday, August 11, 2021. However, legal employers may employ the students based on the needs of their office, which may begin before or end after our scheduled programs, as long as the internship does not interfere with the students' academic calendars. Each internship must last between 6 – 8 weeks.

When should the internship start and end?

The internship can begin after the last day of classes, Friday, June 25, 2021 and should end before school reopens, which is typically immediately after Labor Day (Monday, September 6, 2021).

When can employees expect to receive resumes and how many?

Employers can expect to receive resumes in early May and June of 2021. The number of resumes an employer receives will depend on how many interns are being employed. If an employer is employing one intern, expect to receive two resumes. If an employer is employing two interns, expect to receive three resumes. Note: this is also contingent on how many students we have in the program.



Who interacts with the students regarding interviews and decisions?

We want employers to directly interact with the students for setting-up interviews and conveying their decisions. This provides for a great professional learning opportunity for students as it is often their first time interviewing.

What are typical responsibilities of the interns?

Positions are typically administrative in nature. Interns are assigned various duties including but not limited to: recordkeeping, mail filing, faxing, fielding phone calls, etc. Most interns assist paralegals and support staff, and are not necessarily assigned to an attorney supervisor. To supplement the work experience, interns receive substantive legal experience and exposure to the profession by participating in weekly development programs which are part of already the existing internship program of the employer.

How long is the internship?

Internships are typically between 6–8 weeks and must be 35–40 hours per week. Interns are employed in full-time positions and are available to work Monday through Friday during regular office hours of the firm. Interns are not allowed to work overtime hours.

Can interns make-up days/hours, if they miss any?

This is at the discretion of the employers that are law firms or corporations. Employers that are nonprofits or government organizations must contact Devanshi Shah at dshah@nycbar.org. Decisions will be made on a case-by-case basis.

Who pays the interns and how much?

Employers pay the interns directly. Interns typically receive minimum wage, \$15/hour, or more. In the past the range of pay has been \$15/hour to \$21/hour. Payment should be provided on a bi-weekly basis. If you are a not-for-profit organization or a government organization, please contact Devanshi Shah at dshah@nycbar.org.



Do employers have to provide any materials or technology (computer/monitors/etc.)?

If employers are able to provide such support, we encourage it, if needed. If employers are unable to provide this kind of support, we will place those students that do not require such support. The employer registration asks if you are able to provide this support.

If employers have a hybrid (in-person and remote) internship, do employers provide metro cards, for transportation?

It is highly encouraged that employers provide metro cards for students to travel to and from their internship. If an employer is unable to do so, the Office will work with MTA to provide transportation accommodation.

If employers have a hybrid (in-person and remote) internship, can the intern be taken off-site?

Yes. The intern is allowed to be take off-site when required for work. Some examples include, going to court for a hearing, client visit and networking with other employees.

Does the intern have other TMSLIP requirements?

In addition to placing students with a legal employer, interns are required to attend supplemental development programs, including networking workshops and diverse career opportunities panel-presentations. These programs are provided in the evenings to give students exposure to legal environments including law schools, panels, etc. Students may need to log off work early on these days to check in to the programs. The Office will provide the dates to employers and students in advance.

What happens to students after the program?

Once students complete the Thurgood Marshall Summer Law Internship Program, they are invited to participate in the professional development workshops to strengthen their career readiness skills. They are also periodically invited to events and programs hosted by the Office or our partners. Additionally, they receive assistance career development, networking programs. Once they enter college, we invite them to the Annual LSAT Prep and Law School Conference.



THOUGHTS FROM ALUMNI



“The most valuable lesson I learned through the Thurgood Marshall Summer Law Internship Program is the importance of community and sponsorship within the legal profession. Having a built-in network of supporters not only telling me I can be a lawyer, but also showing me how to make my dreams become a reality was crucial to my journey through the pipeline in becoming a first-generation black female attorney. Almost two decades after my participation in the program, I will always remember the impact of employers, educators, and other professionals believing in me and supporting my professional development.”

SHANICE NAIDU-JIMENEZ, ASSISTANT CORPORATION COUNSEL, NEW YORK CITY LAW DEPARTMENT
TMSLIP '05, JAMES MADISON HIGH SCHOOL

“The Thurgood Marshall Summer Law Internship Program (TMSLIP) was a profoundly life-changing experience for me. The exposure I received that summer and the relationships I forged as a result changed my life. I met some of my best friends through this summer internship program. I built a network of colleagues I consider to be friends and lawyers who are my mentors through this program. I still rely on many of these same people for professional and personal guidance. I consider this program the marker for my entry into the legal profession.”

RAABIA QASIM, ASSISTANT GENERAL COUNSEL, CITY OF NEW YORK
TMSLIP '06, BENJAMIN N. CARDOZO HIGH SCHOOL



“The Thurgood Marshall Summer Law Internship Program was the best, and often only, resource I had for learning about the legal profession. Participating in the program helped teach me how much I did not know and how to find the answers to put myself in the best position to succeed. Knowing no lawyers growing up, it was easy to see them on TV and think you just passed the bar to become a hotshot New York lawyer, but through the TMSLIP I learned not only how long and challenging the journey succeed in this profession is, but also how rewarding it can be to succeed and be able to give back. Whether with questions about resume content or formatting, mock interviews, or engaging with representatives from law schools and law firms, the lessons from the TMSLIP and the network of friends, colleagues, and mentors have been critical to my career.”

JAY R. WEXLER, ASSOCIATE, WINSTON AND STRAWN LLP
TMSLIP '09 AND '10, BROOKLYN TECHNICAL HIGH SCHOOL

“The NYC Bar Thurgood Marshall Program opened a door for me and I will be forever grateful. I spent the bulk of my school years in underperforming NYC city public schools—I believe my high school was considered one of the worst in all of NYC. Growing up in a low-income blue collar home, like many of my peers, pipeline programs like the Thurgood Marshall program show kids from such backgrounds the possibilities; you cannot envision or imagine what you can't see. I remember being obsessed with getting a job at the Gap my sophomore year. All my peers had the same aspirations. Then my guidance counselor asked me if I wanted an internship at a law firm. I had no idea what an internship was, but to my 16-year-old mind, I knew an internship was not going to give me what mattered most—discounts on really cute clothes. Luckily, I did say yes. I learned so much, but the most valuable lesson was that there were endless possibilities and different paths to success.”

SOPHIA FERGUSON, DIVERSITY & INCLUSION SPECIALIST, ARNOLD & PORTER KAYE SCHOLER LLP
TMSLIP '97, MARTIN LUTHER KING JR.



2017-2020 PARTICIPATING EMPLOYERS

Accenture LLP
Akin Gump Strauss Hauer & Feld LLP
Allen & Overy LLP
Alston & Bird LLP
Anderson Kill P.C.
Arnold & Porter Kaye Scholer LLP
BakerHostetler LLP
Blackstone
Bloomberg L.P.
Bracewell LLP
Breakthrough Outreach Ministries
Brooklyn Law School Library
Brown Rudnick LLP
Chadbourne & Parke LLP
Chambers of Judge Dora Irizarry,
U.S. District Court, Eastern District of
New York
Chambers of the Hon. Andrea Masley
(NYS Supreme Court – Commercial
Division)
Chambers of the Hon. Debra Kaplan
Cleary Gottlieb Steen & Hamilton LLP
Clifford Chance US LLP
Cohen & Gresser LLP
Columbia Law School
Cooley LLP
Cravath, Swaine & Moore LLP
Davis Polk & Wardwell LLP
Davis Wright Tremaine LLP
Disney Theatrical Group and Marvel (NY)
Donaldson & Chilliest, LLP
DTI Global
Epiq
Frankfurt Kurnit Klein & Selz
Gibson, Dunn & Crutcher LLP
Goldberg Segalla
Hawkins Delafield & Wood LLP
Holwell Shuster & Goldberg LLP
Jenner & Block LLP
Kelley Drye & Warren LLP
Kramer Levin Naftalis & Frankel LLO
Labaton Sucharow LLP
Latham & Watkins LLP
Law Office of Tsui H. Yee
Law Offices of Irina Yadgarova PLLC
Morgan, Lewis & Bockius LLP
Natural Resources Defense Council
Neufeld Scheck & Brustin, LLP
New York City Commission on
Human Rights
New York City Department of
Consumer Affairs
New York City Law Department
New York Life Insurance Company
New York State Office of the
Attorney General
Office of the UN Special Rapporteur for
Freedom of Opinion and Expression
Phillips Lytle LLP
Plaine & Katz LLP
QBE Americas
Schrödinger, Inc.
Segal McCambridge Singer & Mahoney, Ltd.
Simpson Thacher & Bartlett LLP
Skadden, Arps, Slate, Meagher & Flom LLP
Stroock & Stroock & Lavan LLP
Sullivan & Cromwell LLP
The HBCU Hub
The Law Office of Ali Najmi
The Legal Aid Society [Manhattan, New
York
County, Queens (Criminal Defense
Practice)]
Wachtell, Lipton, Rosen & Katz
Waterfront Commission of New York Harbor
Weil, Gotshal & Manges LLP